

COMPARISON OF PROFESSIONAL WORK PASSES IN SINGAPORE (aka: WORK VISAS / WORK PERMITS)

<i>Features</i>	<u>EntrePass</u>	<u>Employment Pass (EP)</u>	<u>Personalised Employment Pass (PEP)</u>
<i>Who it is for</i>	Eligible foreign entrepreneurs who are high-calibre innovators or experienced investors	Foreign professionals with a job offer in Singapore who meet the eligibility criteria.	High-earning Employment Pass holders or overseas foreign professionals who meet the eligibility criteria.
<i>Eligibility to apply</i>	<ul style="list-style-type: none"> Funding from a Government-recognised VC or business angel An incubate at a Government-recognised incubator or accelerator Having business network and entrepreneurial track record Holding an intellectual property Having a research collaboration with an IHL or research institute in Singapore Has extraordinary achievements in key areas of expertise Has investment track record 	<ul style="list-style-type: none"> Have acceptable qualifications, usually a good university degree, professional qualifications or specialist skills. Work in a managerial, executive or specialised job. 	<ul style="list-style-type: none"> Eligible high-earning foreign professionals can apply for a Personalised Employment Pass. Pass holders have greater job flexibility than with other work passes. However, they need to meet certain requirements to hold the pass.
<i>Who can apply</i>	By candidate (or an appointed employment agent on behalf of the entrepreneur).	An employer or appointed employment agent needs to apply on behalf of the candidate.	Candidate or appointed employment agent needs to apply on behalf of the candidate.
<i>When can apply</i>	Either before registering the company or within 6 months from registration of the company	Only after registering the company	Only after registering the company
<i>Minimum salary</i>	No stipulated minimum salary	Fixed monthly salary of at least \$4,500 for all Sectors & \$5,000 for Financial Sector w.e.f. 01-Dec-2020. <ul style="list-style-type: none"> More experienced and early 40s candidates need higher salaries around double the minimum salary. 	<ul style="list-style-type: none"> Current EP holders: at least \$12,000 a month. Overseas foreign professionals: at least \$18,000 a month.

REMARKS: * All Work Pass holders need to meet certain requirements to hold the passes which are subject to approval by The Ministry Of Manpower (MOM). * Source of Information, Guidelines, Rules & Regulations is from the MOM.

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Features	EntrePass	Employment Pass (EP)	Personalised Employment Pass (PEP)
What is the duration	<ul style="list-style-type: none"> New Pass or First Renewal: 1 year Subsequent Renewals: 2 years 	<ul style="list-style-type: none"> First-time: up to 2 years Renewals: up to 3 years 	Up to 3 years.
Is it renewable	Yes, upon meeting the renewal criteria	<ul style="list-style-type: none"> Yes, EP is renewable. New Salary criteria is applicable for renewal w.e.f. 01-May-2021 	No. PEP is issued only once.
Passes for Spouse & Unmarried Children	Available only after first year for eligible pass holders (Subject to specific requirements)	Available for eligible pass holders	Available for certain family members of pass holders
Eligibility for DP	Dependant's Pass (DP) is subject to specific requirements only after first year	Fixed monthly salary of at least \$6,000 is eligible for Dependents (DP holders)	Dependant's Pass (DP) is Available for certain family members of PEP holders
LOC eligibility for DP holders	DP holder of EntrePass may be able to work with LOC	DP holder of EP may be able to work with LOC	DP holder of PEP may be able to work with LOC
Eligibility for LTVP for Parents	Subject to specific requirements after first year	EP holder with a fixed monthly salary of at least \$12,000 is eligible for LTVP for Parents	PEP holders are eligible to apply LTVP for Parents
Foreign worker levy or quota	No foreign worker levy or quota required.	No foreign worker levy or quota required.	No foreign worker levy or quota required.
Medical insurance	The company can choose whether to provide medical insurance for EntrePass holders.	Employers can choose whether to provide medical insurance for EP holders.	Employers can choose whether to provide medical insurance for PEP holders.
Immigration Security Bond	Security Bond is not required for EntrePass.	Security Bond is not required for EP.	Security Bond is not required for PEP.
Requirement of FCF Job Advt.	Not Applicable	Mandatory to the Employers unless exempted but strongly encouraged.	Not Applicable
Relevant legislation	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act 	<ul style="list-style-type: none"> Conditions of Work Pass Employment of Foreign Manpower Act

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